

BENEFITS OF CIVILIAN FEDERAL EMPLOYMENT – SKILLED TRADE OCCUPATIONS

NO MILITARY COMMITMENT

Most skilled trade workers at Hill AFB are civilians. Although they may work side-by-side with active duty, National Guard and Reserve military members, they are not expected to join the military. **For individuals who choose to serve in the Guard or Reserves, Hill AFB fully respects and supports their military commitments.**

JOB STABILITY

Hill AFB has a very stable civilian workforce and seldom lays off employees. This is a major difference from private sector companies.

WAGES FOR SKILLED TRADE OCCUPATIONS

The **Utah federal pay table for skilled trade occupations** can be found at:

<https://www.cpms.osd.mil/Content/AF%20Schedules/survey-sch/139/139R-13Sep2016.html>

Night shift differential is paid when the majority of regularly scheduled work hours are performed between 3:00 p.m. and 8:00 a.m. <https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/night-shift-differential-for-federal-wage-system-employees/>

As a skilled trade employee you are paid **overtime at one and a half times your basic hourly pay rate** when you are officially ordered or approved to work in excess of your regular tour of duty. You may request compensatory time off instead of overtime pay. <https://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/overtime-pay-title-5/>

ENTRY GRADE LEVELS AND PLANNED CAREER PROMOTIONS

The job announcement or public notice on USAJOBS explains the level of experience needed to qualify for each grade level. If you are hired at less than the full experience grade level, it is likely that you will get planned promotions to the highest grade described in the announcement.

PERIODIC WITHIN-GRADE PAY INCREASES

There are pay steps for each federal pay grade, and when you move up a step it is called a within-grade increase. These pay increases are based on minimum waiting periods and performance ratings. To learn more, go to: <http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/within-grade-increases/>

COMPRESSED WORK SCHEDULES

As a skilled trade employee at Hill AFB you will likely be on a compressed work schedule that gives you **every other Friday off** during a two-week pay period. You work 9-hour shifts Monday through Thursday, and the Friday that you work is an 8-hour shift. **That gives you 26 long weekends a year without counting holidays!**

TIME OFF

Each year you receive 10 paid holidays, 13 days of sick leave (no limit to accumulation) and 13 to 26 vacation days, depending on your years of employment. This allows you to spend time with your family and pursue personal interests. <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/#url=Fact-Sheets>

OTHER QUALITY OF LIFE BENEFITS

Hill AFB civilians have access to physical fitness facilities; self-help equipment rentals; recreation equipment rentals; craft and hobby facilities and equipment; DoD recreational lodging and golf courses; discounts on morale, welfare, and recreation tickets and tours; etc. <http://75thforcesupport.com/ortt/>

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CAREER BROADENING AND PROMOTION POTENTIAL

Dozens of maintenance projects are going on at any given time at Hill AFB, and if your project ends (or if you would just like to work on something different), **you can broaden your career through reassignments.**

The Air Force also offers technical and leadership development training courses to help you maximize your **promotion potential.** Organizations promote from within as much as possible for leadership positions.

WORLDWIDE OPPORTUNITIES

Civilian (non-military) employees also have opportunities to reassign temporarily to overseas locations, or permanently to other federal organizations or geographical locations in the USA. These jobs can be found by registering as a “Federal Employee” on the USAJOBS home page and entering the country or continent that interests you in the “Location” block.

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

You can choose coverage from the widest selection of health plans in the country with substantial Air Force contribution to premiums. You can pay your share of premiums as well as your out-of-pocket costs with pre-tax dollars. <http://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/>

FEDERAL FLEXIBLE SPENDING PLANS FOR DAY CARE, ELDER CARE AND NON-COVERED HEALTH EXPENSES

You may choose to participate in the Federal Flexible Spending Account Program which allows you to set aside money for day care, elder/dependent care, and health care expenses that are not covered by insurance.

<https://www.opm.gov/healthcare-insurance/flexible-spending-accounts/>

The money you contribute to your flexible spending account is set aside before taxes are deducted, so in most cases you save about 30% on your federal taxes alone. For example, a person earning \$50,000 who contributes \$2,000 into an FSA account saves around \$600 on federal taxes.

THRIFT SAVINGS PLAN (TSP)

The TSP is similar to a 401(k) plan with matching contributions. You receive 1% automatic Air Force contributions that are not part of your actual salary. If you choose to save part of your actual salary in your TSP account, the Air Force matches your pre-tax contributions dollar-for-dollar for the first 3%, and 50 cents on the dollar for the next 2%. This means that **if you contribute 5% of your pre-tax salary to your TSP account, the Air Force also contributes 5%.** <https://www.tsp.gov/PlanParticipation/AboutTheTSP/benefits/index.html>

You may set aside more than 5% of your actual salary, but the agency does not match those additional contributions. Investment earnings are tax deferred until withdrawn.

FEDERAL EMPLOYEES RETIREMENT SYSTEM

Most private sector companies no longer offer retirement pensions, but the federal government does. Annuity is based on amount of service and salary history. <https://www.opm.gov/retirement-services/fers-information/>

OTHER FEDERAL EMPLOYEE BENEFITS

To learn about other benefits and entitlements, go to: <http://www.usa.gov/Federal-Employees/Benefits.shtml>

ASK US A QUESTION

If you have a specific question about pay or benefits, or **if you want an electronic copy of this document so that you can click on the hyperlinks,** please email us at: Hill.AFB.Outreach@us.af.mil